



ICSEW celebrated its 30th anniversary at the July transition meeting. Pictured (right to left) are 1991-1993 chair Linda Lethlean, 1971-1975 chair Janet Ward, 1993-1994 Chair Sadie Hawkins, 1987-1989 chair Marveen Rohr, 1999-2000 chair Dawn Baker, and current chair Kathy Shore. Kathy shared with the group that her mother worked for Governor Albert Rosellini in 1964 -- a time when the nation and our state were just beginning to look at women's issues with the formation of commissions on the status of women. Photo by Carol Maher.

Why Do Victims 'Go Back'?

(Editor's Note: October is National Domestic Violence Awareness Month. The following article was written by a DV survivor. She talks about her reasons for staying in an abusive relationship to try and help us understand the complexities of this important social issue.)

I was recently listening to a documentary on domestic violence that mentioned how many victims of domestic violence return to violent marriages. The statistics are that the average victim tries to leave a violent marriage seven times before finally succeeding in doing so.

It is the women who file charges and dismiss them, or leave batterers and return to them who frustrate law enforcement, the legal system, the courts, and concerned family members and friends who do not understand how someone could live in such a horrific situation to begin with. First they don't understand why women don't leave. Then they don't understand why when women do leave, they sometimes end up going back. I am among the silent majority who made this risky and terrible choice.

There are many stereotypes about battered women. Who they are, what they look like, what their circumstances are, how they got there, and why they stay. I can assure you that it isn't because women don't believe they deserve better. Many times it points to simple economics, and many times, it is because that staying sometimes feels safer than dealing with the aftermath of leaving.

I am withholding my name because my divorce is still pending, both my ex and I live in Thurston County, and we have children in common. People see me as a professional and most would never guess what I have lived with. I am no more likely than anyone else to be battered.

The abuser in my life was my

husband. He was a good looking guy with a white collar job -- very smooth, polished, smart, and in the beginning, he treated me like a queen. He was among the most romantic of men. He swept me off my feet. I was cautious and careful -- had been burned before -- and not wanting to disrupt my life. In the beginning, he was supportive of me, proud of my accomplishments, and eager to please.

It was a whirlwind courtship. During the six months of dating, I was blissfully happy and in love. I watched for things like signs of moodiness, temper, irritability. Of the problems I noticed, most seemed pretty minor and of the few spats we had during that time, we were able to resolve them, and he seemed very eager to please me.

The problems began after we got married. The changes in him were subtle at first. He was critical of the way I did things, but then, his "suggestions" for how I might improve seemed legitimate, and not serious. I agreed with him, and tried to change. But then the criticisms became more frequent, more personal, more petty, and eventually, downright annoying. I felt smothered and accused him of being controlling. He became really angry. He accused me of being sloppy, disorganized, and when I became upset, he apologized and said it was the stress of his job getting to him. I would forgive him.

It was all downhill from there. Pretty soon he didn't like the way I dressed. He disapproved of the way I disciplined my son (I wasn't "tough" enough). I didn't cook the right foods. His shirts weren't pressed properly. He expected me to work all day every day, and tend to his needs at night, too. He would try to make me feel guilty all the time for everything. I would talk about it with friends, and they blamed it on "the adjustments of married life."

Continued on page 3

Council Funds Statewide Children's Day Events

The communities of Ferndale, Kingston, SeaTac, Tacoma and Wenatchee have received mini-grants from the Washington Council for Prevention of Child Abuse and Neglect (WCPCAN) for this year's Children's Day celebrations and community events. Washington State's Children's Day is Sunday, October 8.

Children's Day was established through legislation in 1993 and is the second Sunday of October every year. It is a day for everyone to put the spotlight on kids. In 1997, WCPCAN committed to raising the public's awareness of Children's Day by providing "mini-grants" to communities across the state to help them plan and implement Children's Day celebrations. The grants provide first-year seed money and each community plans to make Children's Day an annual celebration.

Grant recipients this year include: the City of Ferndale Parks and Recreation, Columbia Valley Community Health, Faith Homes -- Homeless Teen Task Force, the Northwest Association of African American Service Providers, Port Gamble S'Klallam Tribe, and Ruth Dykeman's/Project LOOK.

WCPCAN Executive Director Kikora Dorsey added, "WCPCAN is committed to supporting children and families." She continued, "Children's Day is wonderful opportunity to recognize the talents and contributions of young people to our communities."

"Young people need positive reinforcement from adult society," says Charles Shelan, chair of WCPCAN and the inspiration behind Washington State Children's Day. He added, "Children need to feel valued and appreciated."

Mark your calendar for Children's Day, October 8, and make it a day of celebration by spending time with your children.

If you would like more information about Children's Day or would like to order stickers, posters or bookmarks, please contact Cheryl Reed at (206) 389-2412 or email her at reedca@dshs.wa.gov.



Calendar of Children's Day Celebrations

Thursday, October 5

Faith Homes -- Homeless Teen Task Force -- Youth Forum Day
9:30 a.m. to 1:30 p.m.
UW Tacoma Conference Center
1901 Faucett Street
Tacoma
Contact: Stacey Mann
at (253) 572-0458 Ext.17

Columbia Valley Community Health
Harvest Health Fair
1 to 5 p.m.
Columbia Elementary School
600 Alaska Street, Wenatchee
Contact: Ginny Yedinak
at (509) 662-6000

Ruth Dykeman's Children's Center/
Project LOOK
Children's Day Celebration
Noon to 5 p.m.
17229 32nd Avenue South, SeaTac
Contact: Laura Silverstein
at (206) 683-5928

Saturday, October 7

Port Gamble S'Klallam Tribe
Children's Day Family Fair
Noon to 5 p.m.
31912 Little Boston Road NE
Kingston
Contact: Melissa Struen
at (360) 297-6277

City of Ferndale Parks & Recreation
Celebration of Children
11 a.m. to 4 p.m.
Pioneer Park, 2002 Cherry Street
Ferndale
Contact: Dave Erickson
at (360) 384-0792

Sunday, October 8

Northwest Association of African American Service Providers
First Annual Fireside Chat
1 to 6 p.m.
1602 Martin Luther King Jr., Way,
Tacoma
Contact: Janis Gall-Martin
at (253) 627-7093

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Childcare Task Force

Maryann Connell

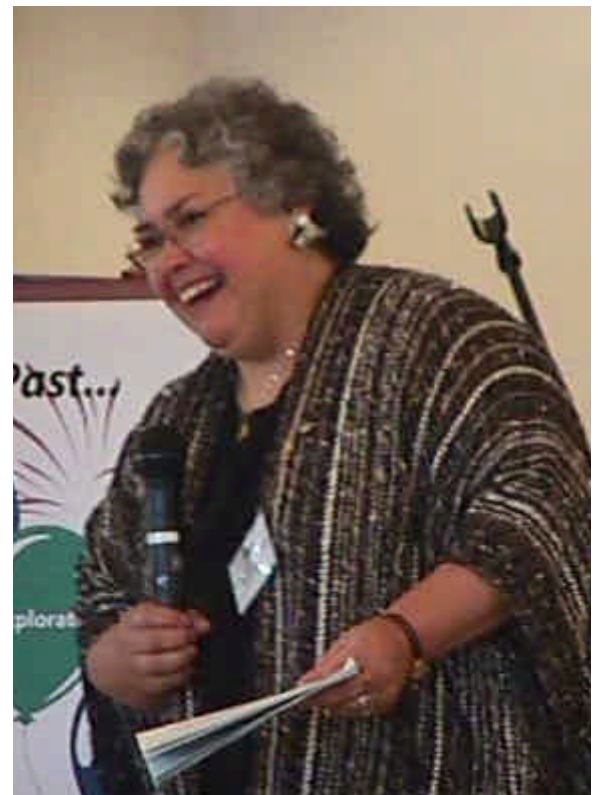
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Thirty years ago the Governor's Interagency Committee on the Status of Women (ICSW), now known as ICSEW, was chaired by Janet Ward (bottom photo far left). At our anniversary celebration, we were honored by Janet's attendance and presentation on the organization's beginnings. Issues important to us now - equal pay, promotional opportunities, daycare, training -- were also focused on 30 years ago. Janet left state service in 1979 and is enjoying her retirement in Seattle. Also speaking to the group was Sadie Hawkins (photo on page 1), ICSEW chair during 1993-1994 and now employed at OFM. Sadie shared personal experiences and stories. She talked of not doing something because it wasn't her "shape." Further explaining that "shape" stands for Shared gifts, Heart, Ability, Personality, and Experience.



Photos by Carol Maher



Expanding Access to Quality Childcare

By Marla Oughton

Governor Gary Locke announced on August 8, 2000 that he will "award \$9 million in project contracts to expand access to quality childcare for working families throughout Washington. These funds will be used specifically to create more childcare before and after school, during non-standard work hours, for children with special needs and infants. "These additional funds will be used to increase the types of childcare that are in the shortest supply," Locke said.

These funds will come from savings due to lower welfare caseloads noting in part "...that the cost of welfare grants has been cut in half, saving the state \$250 million each year." Through a competitive process, 38 proposals were selected to receive funds. Contract periods began September 1, 2000 and end June 30, 2001.

Examples of successful project proposals can be found at www.governor.wa.gov/press/00080801.htm as well as a complete list of the proposals.

ICSEW has been very active since forming the Childcare Task force, chaired by Maryann Connell, in re-examining childcare issues that affect state employees. A big job considering the number of state employees affected by childcare, the various childcare needs and the resources available. As stated by Governor Locke, "The childcare needs of parents who are working or in job training are as varied as are families themselves."

Continued effort by ICSEW and families is imperative to developing

resources, finding options and bringing awareness to the issues. Governor Locke's recent award and press release is a great indication that we (all of us that have taken on childcare issues) are being heard and making a difference.

Governor Locke's directive (00-04) also calls for the coordination of childcare and early learning programs.

Diversity in funding sources that support our state's broad array of childcare and early learning programs has created regulatory difficulties for providers of childcare and early learning services, as well as for families using those services.

With this directive, Governor

Locke is calling for all executive cabinet agencies that administer childcare and early learning programs to coordinate program regulations, policies and standards across agency lines; supporting one another within a unified policy framework. State agencies are to develop common business practices that will make administration of these programs seamless for families as well as service providers.

The Governor has asked Robin Zukoski, Early Learning and Child Care Executive Policy Analyst, to oversee this effort on his behalf. All related budget and policy initiatives will be coordinated through Zukoski.

Learn to Communicate in a Diverse Workplace

Diversity in the workplace has great advantages, but communicating across racial and cultural lines can be difficult or stressful. Here are some tips on respecting the diversity of your workplace and improving communications:

Treat each person as an individual. Translation: Try not to stereotype or make assumptions based on what a person looks like or where they're from.

Pay attention to what you say. Some words may have different connotations to different people, depending on their past experiences. When you want to communicate something, think first and be sure to say what you mean.

Pay attention to your body language and tone of voice. These communicate a lot to others. Make sure it follows what you intend to communicate.

Be aware of comments that others may find insensitive or racist. If you find that a person reacts badly to what you've just said, take him or her aside and ask if you have inadvertently said something wrong. This allays any fears on the other person's part that what you said was meant to intentionally offend them.

ICSEW Executive Board for 2000-2001

Kathy Shore is the newly appointed ICSEW Chair for 2000-2001. Kathy is serving the second year of her second term with ICSEW, and provides administrative support as a confidential secretary at the Department of Health. She has spent the past 16 years employed with the state, eleven of which have been with the Department of Health. Kathy has strong passion and enthusiasm for women’s issues.

Our new Vice-Chair is **AnnyKay Melendez** from the State Auditors Office. AnnyKay was an active member of the Membership Committee and Take Our Daughters to Work Day this past year. She is a Human Resource Consultant Assistant and has been with this agency since 1996. AnnyKay graduated with an Associate in Technical Arts Degree (business emphasis) and a Certificate of Proficiency (Office Assistant) from Centralia College.

Our new Executive Secretary is **Marla Oughton** from the Department of Services for the Blind. Marla has been a state employee for 10 years, eight of which have been with her current agency. Her day job is holding a position of Secretary Supervisor on the Assistive Technology team. She has served on the ICSEW Communi-

cations Committee for one year. Our new ICSEW Budget guru is **Brenda Landers**, Program Manager of the Displaced Homemaker Program at the Higher Education Coordinating Board. Brenda brings to us a strong accounting background, which she has gained from developing her program’s biennial budget request, preparing biennial allotments based on program appropriation, and monitoring an operating budget, along with 10 contracts totalling over \$1.5 million.

Janet McTurnal has stepped up to the plate to become the new Chair of the Health and Wellness Committee. Janet has been a Washingtonian for 24 years, coming to state government in 1995 as an occupational nurse consultant at Department of Retirement Systems. She is enthusiastically starting her second year with ICSEW, having served on the Health and Wellness committee for the past year.

Our new Historian is **Carol Maher**. Carol is the Barrier-Free Program Manager for the state of Washington. Carol’s job is to work with agencies to design and remodel buildings to make them barrier-free to people with disabilities. Carol’s interests include chairing the Disability Initiative Advisory Committee (DIAC) and the

GA Safety Committee. Our new Chair to Promotional and Career Opportunities Committee is **Debbie Robinson** from the Lottery Commission. Debbie has not submitted her “bio” yet, but we will be sharing it with the rest of you as soon as that information is available. Debbie served on PCOC for the past year.

Beginning her second year as the Communications Chair (and fourth year with ICSEW), **Donna Lynch** serves as the Editor for the InterAct, as well as overseeing other communication projects. Donna has been employed by the state for over 12 years, and is currently employed with the Department of Ecology as an Environmental Education and Outreach Specialist. She has a bachelor’s degree in journalism and began her career as a reporter.

Beginning her second year as the Chair of the Education Committee, **Gail Grosvenor-Nyreen** is a Child Support Enforcement Officer 3 with the Division of Child Support in Seattle. She is responsible for a caseload of 580 cases, a trainee support enforcement officer, and acts as lead to the other 11 support enforcement officers in her unit.

Karen Dunn is our returning Chair of the 2001 Biennial Conference Committee and has been an active

member of ICSEW since 1997. Karen currently works as an Executive Assistant to the Energy Policy Division within CTED and also serves as the agency Executive Ethics Law Trainer. Karen has a double major in both Business Administration and Fire Science.

Sheila Johnson-Teeter returns as the Chair of the Membership Committee. Sheila is an Administrative Assistant 4 with the Employment Security Department, and is the leader of the group who brings us our net-working guide, arranges the meeting locations, keeps our membership roster current, prepares our meetings with hand-outs, room set-up, keeps our name tags and tent cards current, among other housekeeping duties.

Maryann Connell returns as the Chair of the Childcare Committee. Maryann is employed with the Department of Agriculture and brings to us a passion for women’s issues. She is an administrative assistant with the Department of Agriculture, where she has been employed for over 10 years. She is a student of Cultural Anthropology, and is actively interested in the global scope of human and civil rights, animal rights and environmental issues.



Why Do Victims ‘Go Back’?

Continued from page 1

The disagreeable phases were balanced with good times, though, with lots of romance, affection and humor thrown in, which was confusing. I loved this man (at least the good side of him), and the honeymoon phases made up for the not-so-good times in the beginning.

He disliked my friends and family, and made them feel so unwelcome that they didn’t want to come visit anymore. Friends hesitated to even call the house when they would hear him snapping at me in the background. I became increasingly unhappy and isolated. I began to do things to get out of the house, such as taking classes, working late, and even seeing friends away from the home.

He began mistreating my son. Not through hitting, spanking or violence, but by yelling at him, and being overly harsh and punitive. My son was very sensitive, and more than a little afraid of him. I worried about my child’s self esteem and confronted my husband. He yelled at me. I yelled back. He slapped me. I threatened to leave. He burst into tears and apologized and said it would never happen again. We went to counseling. He seemed very sincere for a while, but as soon as the counselor became confrontive, he didn’t want to return. I finally refused to leave my son alone with him. I later learned that this was also a form of power and control. By mistreating my son, it would mean that I wouldn’t leave the house.

Fast forward several years. Things got better for a little while. He got a better job, which made him a happier person for a while. I became

unexpectedly pregnant and had another child. The happy phase didn’t last long. Where the outbursts happened occasionally in the beginning, they eventually escalated to the point where they occurred every single day. I did whatever I could do to prevent his rages. I was accused of having affairs. I was accused of lying to him.

My salary didn’t pay enough to cover the high costs of daycare along with a mortgage, utility bills and all the debts associated with the marriage. I decided to make the best of a bad situation until I could “afford” to leave. This was a decision that played havoc with my sanity but by this time I knew I was married to a vindictive man and I feared for both my safety, and where he might retaliate if I tried to leave him. He threatened to go after me for full custody of our child. He said he had “connections” who would “take care of me” and no one would ever find out.

He convinced everyone in our lives that I was a bad person, which resulted in them staying away and never calling me. He ran up so many bills that collection agencies were after us, and with my state job, I was continually in fear of my wages being garnished. It was difficult to work because he would call me at work and yell at me over the phone, and would keep calling back unless I agreed to “talk to him.” I was continually in fear of losing my job, and supervisors were not understanding or supportive. To say that it affected my work performance was an understatement.

Family attorneys were enormously expensive with high retainer fees. There were no recent “assaults” so I could not have him forcibly removed from the home. Verbal and psychologi-

cal abuse was not considered to be “violence.” Community property laws meant that even though he ran up most of the debts without my knowledge or consent, I could be held liable. Bankruptcy was my only option if I left. With a minimum of 10 more years raising children, that was not a choice I was willing to make.

Finally, once again, I was assaulted, and he was not arrested when I dialed 911. I went to district court, filed a protection order and had him forcibly removed from the home. He retaliated by filing a protection order against me that was false, which got signed by a judge, and served to lessen my credibility. He followed up by having me served with legal papers, requesting a guardian ad litem, and wanting full custody of our children. The papers were full of allegations and lies. I was forced to get an attorney myself. I had to be late on my mortgage to come up with the money for a retainer fee. Legal appointments required more time away from work. My children were confused and upset. Relatives sided with him. No one believed that this “wonderful” man assaulted me.

Things went from bad to worse. My car was tampered with, but because I could not prove “who” did it, I could not press charges. My attorney sold me down the river and withdrew from the case. Child support didn’t come in the way it was supposed to. He paid no bills from the marriage which resulted in everyone contacting me. For what it would cost to take him to court, I would be better off just paying the bills, which I tried to do. I became personally acquainted with the food bank. I made “too much money” to qualify for any kind of social ser-

vices, and I felt more trapped and more desperate. Meanwhile, I had to be in complete compliance with all court orders, and had no assurance that I would not lose my children.

I eventually got worn down to the point where I could not go on any longer financially. My attorney was suing me. No attorneys in the area would represent me without a huge retainer fee because this was family law, involved contempt of court charges, and domestic violence, which meant it was a process which would be messy and expensive. I needed a new car and could not afford to buy another. So one day – with fear and trepidation – I called off the divorce and suggested that he come back.

The year that followed was a living hell. I did not tell my employer because I needed my job and I was embarrassed. The abuse was worse than it had ever been because he felt a need to “punish” me for leaving. I walked on eggshells, and used the extra income to pay off bills. I decided that if my financial situation was manageable, I could eventually afford to support my children on my own, and I did whatever I had to do to get through each day. I became an actress 24 hours a day.

At the writing of this article, I am fighting for custody of my children. My ex and I are pending divorce action. I still fear for my safety and have learned that no piece of paper truly protects you when there is an abuser in your life. Many times it has been tempting to flee, but I also fear being in contempt of court so I just live one day at a time, hoping that in the end, I will finally be free of terror and anxiety.





JoAnn Nai-Che talks with ICSEW member Connie Clark following the stress management training. Over 100 state employees attended the ICSEW-sponsored training.

‘Exceeding Our Professional Performance Through Stress Management’ Class Highlights

“Exceeding Our Professional Performance Through Stress Management” was presented by JoAnn Nai-Che at the Lacey Community Center on June 20. There were over 100 state employees at the day-long training session sponsored by ICSEW.

Topics discussed ranged from talking about similarities & differences and that “there is a link between what you value in yourself and what you value at work”!!

We teamed up and worked on “building individual power” and getting things done. Much focus was placed on “enthusiasm IS a job function” and everybody in the work force today is a leader and a trainer.

- Believe in yourself or “rein-vent” yourself

- Have a vision and values
 - Work Journal/ Professional Portfolio
 - Use positive self talk
 - Recognize your uniqueness
- There are 5 C’s of Stress
1. Clarity (don’t spend too much time on this...get over it)
 2. Choice
 3. Control
 4. Conditioning (relaxation exercise)
 5. Confidence
- Burnout Personality**
- ***Person started out with an Ideal...perfect marriage, perfect children
 - ***No flexibility
 - ***Unable to compromise
 - ***BECOMES OBSESSIVE

Mark Your Calendars . . .

ICSEW Biennial Training Conference
June 4, 5 and 6, 2001
Yakima, WA
Celebrate the Past...
Create the Future

Abuse and Violence Women with Disabilities

By Carol Maher

Two women sharing a hospital room, one of the women comes in about every three months, neglect, infections, unwashed, but laughing. Her neurologic disorder keeps her from moving her legs and hands, from taking care of her daily functions.

Her husband adores her, stays sober for one to three months at a time, during which time Jenny’s care is excellent. When Travis’ drinking increases, Jenny’s care decreases and Jenny ends up in the hospital with respiratory infections, bed sores, dehydration and malnourishment.

Jenny does not want to be institutionalized, she has three kids and grandkids she wants to be part of their lives. She takes her chances with Travis.

The second women in the room is new to her disability, she has a rare cancer that also showed up in her five year old daughter. It looks like her daughter might survive but mom’s prognosis isn’t as good. The handsome successful husband and father left town, it’s too much for him. Lynn does not want to be institutionalized, she wants her remaining days to be with her daughter.

These two women find humor in their situations, life is so catastrophic that laughter is the only way to handle it. They drive the nurses crazy, their attitude spooks them, their laughter wakes the other patients.

For Lynn and Jenny it is the first time to feel sane in months, the laughter feels good, it’s exhilarating. It does not solve their problems, nothing can, wellness as defined in the books is not an option. Yet one can not help but feel that emotionally, these two are healthy.

Yes, their is abuse and abandonment, but they are maintaining their dignity and life on the outside. A hospital stay is one thing, neglect, abandonment is preferred over institutionalization.

Violence and abuse issues are rated the number one priority by women with disabilities on both rounds of an American Delphi survey conducted by Berkeley Planning Associates (BPA), a small employee - owned company operated and owned by women (including women with disabilities).

The Delphi survey was conducted during 1995-96 to seek input from women with disabilities about the importance of various research and policy issues, as one of BPA’s activities under a federal grant entitled “Meeting the Needs of Women with Disabilities: A Blueprint for Change.”

The Delphi survey was distributed to over 200 knowledgeable women with disabilities around the USA. About one hundred (104) responded. The women were of all ages and lived in all areas of the USA (California had the highest number of respondents).

Respondents ranked Abuse and Violence as the most important research topic, followed by Reproductive Health, Programs for Girls with Disabilities, and Substance Abuse. They identified two items that need to be addressed:

- (1) developing and disseminating materials for women with disabilities and service providers about caretaker abuse and
- (2) disseminating information to abuse/violence programs about their legal requirements to serve women with disabilities, and about how they can become more accessible.

The results of this survey indicate that women with disabilities themselves recognize abuse and violence, especially caretaker abuse, as a high priority issue that gets little attention from most service providers and policy makers. Women with disabilities share with non-disabled women the fact that their intimate partners may physically, emotionally or verbally abuse them.

However, they can also be subject to types of abuse that are not issues for non-disabled women, such as denial of medications, withholding attendant services, or denying access to assistive devices. Abusive caretakers may be parents or other family members, or paid staff, as well as intimate partners, and the consequences of separation from these caretakers may be life-threatening.

Women with disabilities need mainstream programs such as domestic violence shelters to understand that they too are sexual beings, that they are the victims of sexual assault and domestic violence, and that they have disability-related needs that can be met by programs committed to becoming accessible to **all** women who need their services.

Domestic violence shelters need to be physically accessible. Rape crisis lines need telecommunication devices for the deaf, shelters need to know how to handle problems experienced by women with disabilities.

Above all women with disabilities need more information on services available. Jenny could have benefitted from Respite Care Services and maybe Travis could coordinate his binges with Respite Care. Lynn could use a friend a hospice so she and her daughter could remain together.

INTERACT is published by the Communications Committee of the Interagency Committee of State Employed Women (ICSEW).

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Photocopying, distributing and posting of this publication is strongly encouraged. This publication is available in alternate formats. All persons interested in submitting articles or ideas for this publication should contact their agency’s ICSEW representative or:

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Calendar of Events

ICSEW General Membership MeetingSeptember 12
ICSEW Executive Board Meeting October 11
Columbus Day October 12
Daylight Saving Time Ends (Fall Back One Hour) October 29
Election Day November 7
Veterans’ Day November 10/11
ICSEW General Membership Meeting November 14